

WHAT BENEFITS DOES WALTON COUNTY GOVERNMENT OFFER?

Annual leave

Annual leave is paid time off work for vacations and other personnel use. Employees begin earning annual leave as soon as they begin working. Annual leave is accrued on a monthly basis.

1st – 5th years = Eight hours per month for a total of 96 hours each year.
6th – 14th years = Ten hours per month for a total of 120 hours each year.
15th and beyond = Thirteen hours per month for a total of 156 hours each year.

Sick leave

Sick leave is paid time off from work due to your illness or the illness of a member of your immediate family. Sick leave will be accumulated at the rate of ten (10) hours per month.

Paid holidays

The County provides the following holidays:

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|-------------------------------------|----------------------------------|
| New Year Day | Martin Luther King Jr. Day |
| Good Friday | Memorial Day |
| Independence Day | Labor Day |
| Half day preceding Thanksgiving Day | Thanksgiving Day |
| Friday after Thanksgiving | Half day preceding Christmas Eve |
| Christmas Eve | Christmas |

Personal day

A personal day is awarded to employees who work six consecutive months without utilizing any sick leave. An employee who works from January 1 through June 30 without utilizing any sick leave shall be awarded and be eligible to take a personal day during the period from July 1 through December 31 of the same calendar year. An employee who works from July 1 to December 31 without utilizing any sick leave shall be awarded and be eligible to take a personal day during the period from January 1 through June 30 of the next calendar year.

Health Insurance

Group insurance is provided by the County. The County pays 100% of the cost of health insurance for the employee. The employee pays \$80.71 biweekly for dependent coverage. Benefits become effective 30 days after date of employment. The group insurance includes major medical, dental, and vision coverage.

Life Insurance

The County provides \$15,000 life insurance to employees who work a minimum of 30 hours per week. Twice a year employees have the ability to purchase additional coverage for themselves or on their dependents.

Pension Plan

The county has a three tiered plan to provide employee retirement benefits:

Defined Benefit Plan: An employee becomes eligible immediately upon hire to participate in the Defined Benefit Pension Plan. An employee is 50% vested after four years of employment, and is 100% vested after five years of employment. Normal retirement age is 65. The benefit is 1.0% times your final average compensation multiplied by years of service from date of hire to the Date of Termination.

Defined Contribution Plan: The employee is required to make a mandatory 2% contribution to the county's 401(a) plan and the county makes a matching 2% contribution to the county's 401(a) plan. Employee is eligible to participate after one year of service. Vesting schedule is the same as for the Defined Benefit Plan.

Optional Match Plan: If the employee makes a 2% contribution to either of the two Deferred Compensation plans offered by the County, the County will make an additional 2% contribution to the 401(a) plan.

Deferred Compensation

Deferred Compensation, under IRS Code 457, is a tax-deferred supplemental retirement program that allows public employees to contribute a portion of their salary, before federal and state taxes, to a retirement account. You are eligible to enroll in the Deferred Compensation plan from the first day of your employment.

Credit Union

You are eligible to join the Gwinnett Federal Credit Union on your first day of employment. The Credit Union offers a variety of services to members including checking and savings accounts and personal loans.

American Family Life Assurance Company and Jefferson Pilot

AFLAC and Jefferson Pilot offer a variety of products to include cancer coverage, disability coverage, etc. Premiums are payroll deducted biweekly.

Employee Assistance Program

A free, confidential counseling service is available to employees and their dependents for matters including substance abuse, marital and/ or family problems, financial problems, job-related problems, etc.